

PREVAILED	Roll Call No. _____
FAILED	Ayes _____
WITHDRAWN	Noes _____
RULED OUT OF ORDER	

# HOUSE MOTION \_\_\_\_\_

MR. SPEAKER:

I move that Engrossed Senate Bill 575 be amended to read as follows:

- 1 Page 9, between lines 5 and 6, begin a new line block indented and
- 2 insert:
- 3 **"(4) Procedures to ensure compliance with the federal Family**
- 4 **and Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.).**
- 5 **(5) Workplace harassment policies pertaining to any**
- 6 **unwelcome or unwanted conduct that denigrates or shows**
- 7 **hostility or an aversion toward another person on the basis of**
- 8 **any characteristic protected by law, which includes an**
- 9 **individual's race, color, gender, ethnic or national origin, age,**
- 10 **religion, disability, marital status, sexual orientation, gender**
- 11 **identity, or other personal characteristic protected by law.**
- 12 **(6) Environmental work conditions, including the mediation**
- 13 **of possible health hazards and known carcinogens.**
- 14 **(7) Progressive discipline procedures and termination policies.**
- 15 **(8) Grievance procedures.**
- 16 **(9) Bereavement leave.**
- 17 **(10) Absence or leave to care for the health and welfare of a**
- 18 **child.**
- 19 **(11) Procedures to request a reasonable accommodation**
- 20 **under the federal Americans with Disabilities Act (42 U.S.C.**
- 21 **12181 et seq.).**
- 22 **(12) Break times and procedures.**
- 23 **(13) Policies for determining excused and unexcused absences**
- 24 **due to illness.**

- 1           **(14) Employee assistance programs, which include but are not**
  - 2           **limited to:**
  - 3               **(A) drug and alcohol treatment;**
  - 4               **(B) addiction services;**
  - 5               **(C) mental health services;**
  - 6               **(D) anger management; and**
  - 7               **(E) domestic relations counseling."**
  - 8           Page 10, line 19, delete "except" and insert "**except:**
  - 9               **(A)".**
  - 10           Page 10, line 20, delete "law." and insert "**law; and**
  - 11               **(B) environmental work conditions, including the**
  - 12               **mediation of possible health hazards and known**
  - 13               **carcinogens."**
- (Reference is to ESB 575 as printed April 8, 2011.)

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Representative Pelath